

Section 2-2.6:1 Aspirational Statements; School Board Norms; Protocols; and Consequences for Violations. — A. The School Board adopts the following aspirational statements to express goals, values and desires of the School Board and its members:

1. Speak candidly and courteously to each other and listen to dissenting or different viewpoints with an open mind.
2. Help each other to depersonalize disagreements.
3. Be respectful of the different staff roles and responsibilities throughout the school division.
4. Maintain awareness of the different roles that School Board members play such as a board member, citizen, parent, etc.
5. Maintain open communication with other School Board Members, the administration and the community-at-large.
6. Members should not rely completely on social media in order to formulate their decisions regarding School Board business, but should consider opinions from all stake holders as well as the opinions of the administration and fellow members on the School Board.
7. Once the School Board adopts an operating budget for Suffolk Public Schools, members of the School Board are expected to advocate with members of the governing body for passage of the School Board's adopted budget.

B. The School Board adopts the following protocols to ensure the successful exchange of information amongst Board Members and the public at large:

1. During public meeting discussions, Board Members are not to use language based on their usual construction and common acceptance that are construed as insults or intimidating.
2. A Board Member must not indicate at any public gathering that the Board Member is representing or speaking on behalf of the School Board, unless the Board Member has been authorized to do so by the School Board.
3. When expressing one's personal opinion regarding Suffolk Public Schools in speeches, articles, social media posts, etc., the School Board Member must clearly state that their statements are their own personal views or opinions and not necessarily that of the School Board.
4. Board Members must not re-post information on social media regarding the affairs of Suffolk Public Schools that has not been verified, unless the

Board Member issues a disclaimer that reads: "This re-post has not been verified for accuracy or truthfulness."

5. Board Members are not to post anonymously on social media or re-post material that was posted anonymously on social media regarding Suffolk Public Schools.
 6. When posting information on social media from an earlier meeting of the School Board, members of the School Board must state on the posting that the information is not an official record of the School Board meeting.
 7. School Board Members may contact each other one by one. However, School Board Members are not to assemble in groups of more than two outside of a public meeting and discuss public business.
 8. School Board Members may communicate with the school superintendent by phone, email or in-person meetings. In-person meetings between individual School Board Members and the school superintendent and/or two School Board Members and the school superintendent are encouraged.
 9. School Board Members serving on standing committees are to report on the work of standing committees in a written report provided to the full School Board.
- C. The School Board adopts the following protocols for obtaining reports from the Office of the School Superintendent, handling information received from the Office of the School Board Attorney, responding to public comments during public meetings, interacting with employees of Suffolk Public Schools and visiting property of Suffolk Public Schools.
1. A Board Member cannot request that a report be generated by the office of the school superintendent that will require considerable work or time, unless a majority of the Board at a public meeting of the School Board votes to require that the report be generated. Considerable work or time means research that requires more than 60 minutes to generate as determined by the school superintendent.
 2. Information received by a Board Member from the Office of the School Board Attorney that is labeled "Attorney Client Communication Privilege," "Attorney Work Product Confidential," or "Confidential Communication" must not be shared with third parties, unless authorization has been given by the School Board.
 3. School Board Members are to listen to Public Comment and Public Hearing presentations, but are not to comment, deliberate or take-action on them during the public comment time. However, at the conclusion of any public meeting, with the concurrence of the School Board chair, a Member of the

School Board can request that the superintendent investigate any citizen comment or concern that specifically pertains to the operations of Suffolk Public Schools that was mentioned during public comments and report back to the School Board at a subsequent meeting.

3. Individual School Board Members are not to communicate with any employee of Suffolk Public Schools for the purpose of directing, managing, or evaluating an employee's work performance or job responsibilities.
4. School Board Members are encouraged to visit schools in order to familiarize themselves with the operations of Suffolk Public Schools. However, before visiting any of the public schools, members of the School Board must consult with the school superintendent to ensure that any school visit by a member of the School Board will not interfere with school operations or disrupt standardized testing. When visiting schools, School Board Members:
 - (a) Must check in at the main office during the school day, and notify the principal of their presence on campus;
 - (b) Must notify the building principal that they are visiting the school in their role as a board member, versus when they are visiting the school in another role (*i.e.*, as parent/guardian, relative or emergency contact, professional or organizational affiliation, etc.);
 - (c) Must follow all school policies and procedures;
 - (d) Cannot go into a classroom unless invited by a teacher or escorted by an administrator;
 - (e) Must bring any concerns raised as a result of school visits to the attention of the superintendent and not subordinate administrators or staff.
5. School Board Members may volunteer at schools, but must complete the Suffolk Public Schools' volunteer connect application in order to become a school volunteer.

D. Should the chair of the School Board receive notice of a claim that a member of the School Board has violated either School Board norms found in subsection B or protocols found in subsection C, and the School Board chair determines based on a conversation with both the member of the School Board who filed the claim and the alleged violator, that it is more likely than not that the violation occurred, the School Board chair may issue to the member of the School Board a letter of warning.

For any subsequent offense occurring within twelve (12) months of the first offense, the member of the School Board will be issued a formal notice of the alleged violation(s) and afforded an opportunity to respond to the allegations in a closed meeting

of the School Board. If the charges are founded, the consequences imposed by the School Board will be the following:

- (i) Second Offense — Letter of Warning Issued by the School Board.-Chair
- (ii) Third Offense — Public Censure at a public meeting of the School Board
- (iii) Fourth Offense — Removal from standing committees

(Adopted July 11, 2019, Ordinance No: 19/20-3; Ordinance 24/25-83, Revised/Effective March 13, 2025)

Legal Authority - Virginia Code § 22.1-78 (1950), as amended.